

Bargaining Unit 5
Non-Management Fire
International Association of Firefighters A.F.L.C.I.O.
Fresno City Firefighters Association, Local 753 (IAFF)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2015 PPO Plan Premium = \$1,176.00 City Contributes \$859.00 Employee Contributes \$317.00 If no employee contribution, medical benefits are reduced 32%
Retirement *	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired after 8/27/90 (40% @50 w/20 yrs.) City contribution = 20.14% Employees hired before 7/14/2014 City pays 1% of employee contribution Employees hired on/after 7/1/2014 pick up 3% of City contribution Employee contribution = 9.00% DROP
Life Insurance	None
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	13 hours per month = 6.5 shifts per year (working shift = 24 hours)
Vacation (Available after 6 months)	1 - 9 years = 6 shifts per year 10 - 19 years = 8 shifts per year 20 - 29 years = 10 shifts per year 30+ years = 12 shifts per year
Sick Leave (Available after 6 months)	12 hours per month
Family Sick Leave	Up to ½ of annual sick leave accumulation
Uniform Allowance	\$1,100 per year
Bilingual	\$100 per month
Workers' Compensation	100% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

*	Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service
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